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WEC Positions

Manifesto "No future of work without social innovation"

Vision Paper "Making Europe the best place to work"

Upcoming Events

28 & 29 March 2019

Committee of Experts on the Posting of Workers

9th April 2019

WEC-Europe at EU high-level conference on the Future of Work

World Employment Conference 2019, Australia

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Global Public Affairs

Executive Summary

G20 Process

- Global business community presented its recommendations to 2019 G20 chair Japan.
- The employment recommendations push for implementation of existing commitments, Social Innovation, a business-friendly environment for (digital) entrepreneurship, diverse forms of work, skills, portability of rights and the fight on informality.
- WEC was successful in upgrading the employment recommendations and secure that recommendation wording aligns with WEC's.
- G20 Employment ministers will meet in September and take on board these recommendations for their own labour market policy discussions and commitments.

ILO Future of Work Initiative

- The ILO Governing Body discussed a first outline of the Future of Work Declaration.
- The first draft strongly corresponds with the structure and content of the report of the ILO FoW Commission.
- Employers' pushed for a more actionable agenda and the need for an increased ILO role on skills and creating an enabling business environment for sustainable job creation.
- The process provides opportunities, but voices are growing stronger on governance on 'digital' in the world of work.
- In May a final - formal - proposal for a declaration will be put to the International Labour Conference for tripartite negotiations in June.
- WEC will organise industry visibility and input into the discussions and negotiations.

WEC promotes PPP in active labour market policies

- WEC discussed public private partnership in active labour market policies with IOE working group Employment and Skills.
- Presentation allowed for showcasing and promotion of partnership of public and private employment services.

ILO Fair Recruitment

- The ILO Governing Body discussed the definition on recruitment fees and related costs and its dissemination.
- On dissemination the Office proposes to align with other UN bodies and existing ILO initiatives, identify a set of regions and countries to focus on and update and create guides to build capacity.
- IOE, with the support of WEC, emphasized that the definition does not stand on its own and its dissemination should be part of a broader push for appropriate regulation of private employment agencies, and ILO Convention 181 in particular.
- The ILO GB is expected to adopt the Definition. WEC will monitor follow-up and work with global employers to push for implementation of the fees-definition in regions and countries that most need it.

Global business presents recommendations to 2019 G20 chair Shinzo Abe

On 14 and 15 March the annual B20 Summit was held. During this summit the global business community presented its recommendations to the Japanese prime-minister Shinzo Abe. Japan chairs this year's annual G20 Summit. WEC was successful in pushing for dedicated recommendations for labour policies that align with the WEC Manifesto 'No Future of Work without Social Innovation!'. WEC president Annemarie Muntz was able to participate in the B20 Summit.

Annually, the leaders of the 19 biggest economies and the EU gather for the G20 summit. During this summit they adopt policy declarations and resolutions, including on changing labour markets. Several groups influence this process including the business community. This is done via so-called the B20 recommendations. During the B20 Summit on 15 March [the B20 recommendations](#) were adopted by the global business community gathering in Tokyo.

A Future of Work for all

[The B20 recommendations on employment \(chapter 5\)](#) first of all calls for implementation of global commitments. It promotes Social Innovation, diverse forms of work and technology as drivers for job creation, access to work for all groups in society and a way out of informality. It addressed the need for labour market flexibility, while promoting strong and portable safety nets that support lifelong learning. Finally, it highlights the importance of an innovation friendly environment for digital trade and job creation. As such the B20 employment recommendations align strongly with the input WEC has provided into this process.

G20 Labour and Employment Meeting

In September the Labour ministers of the G20 will meet and agree on a G20 Labour and Employment Ministers Declaration. This LEMM Declaration will highlight the policy direction and focus of global policy makers in the world of work. In negotiating this LEMM Declaration G20 Labour ministers take on board these B20 recommendations.

Assessment and next steps:

WEC was successful in ensuring two elements in these B20 recommendations. First of all, through a global collaborative effort of WEC members in G20 countries, it was able to upgrade the labour market recommendations to a more prominent position in the recommendations. Secondly, WEC was highly successful in redrafting the recommendations to align them with the employment industry position.

ILO Future of Work initiative: ILO GB discusses outline Future of Work Declaration

The last weeks of March the ILO Governing Body (GB) met in Geneva. During this GB the agenda for the upcoming International Labour Conference (ILC) was agreed. Also, a first public outline of the ILO Future of Work Declaration was discussed by governments, workers and employers.

Given its centenary status the ILC will see an adjusted format. It will have several thematic debates on labour market developments and governance. These will range from

digitalization to social dialogue and from informality to youth unemployment. These will be highly informative for the participants and will feature experts and thought leaders in the world of work. Parallel to this, a 'Committee of the Whole' will negotiate the Future of Work Declaration. Both at the start and the end of the ILC there are spots reserved for high level leaders to address the ILC. As it stands now 50 national leaders have set to travel to Geneva. [The full draft programme can be found here \(link\).](#)

A first look at the Future of Work Declaration

During the GB a first outline of the Future of Work Declaration was discussed ([it can be found in the Annex of this document \(link\)](#)). This first outline follows the structure and recommendations of the report of the ILO Future of Work Commission. It consists out of four building blocks:

1. Reaffirming the mandate of the ILO to deliver social justice
2. Identifying the new challenges
3. The policy focus to secure the ILO goals
4. Means of actions, listing the operational next steps

The policy focus follows that of the Future of Work Commission's recommendations: (1.) investing in people, (2.) institutions and (3.) decent and sustainable work and the ten policy proposals attached it ([See this web presentation of the report and its assessments and recommendations \(link\)](#)). As such the ILO Office in its proposal commits itself to the Reports' direction.

Employers: make it broader, actionable and about an enabling business environment and skills

In the GB discussions Employers have responded positively to a principled and high-level Future of Work Declaration but put forward that the Commission's report should be perceived as one of many documents feeding into this Declaration. Second, they've brought forward that the Declaration should be complemented by a resolution that holds timebound and actionable items to which the Office can be held accountable. In terms of content, the Employers pushed for the acknowledgment and re-affirmation of those elements in the Philadelphia Declaration that stress the importance of a sustainable business environment. Finally, they stressed the importance of skills and life long learning and the role of workers and the ILO on Skills development.

What's next?

Based on the GB discussions a new informal consultation will be held in April on a new draft outline. Based on this final consultation a proposal will be developed for the ILC to negotiate.

Assessment and next steps:

The Future of Work Declaration remains an opportunity to steer the ILO 'oil tanker' in distinct different path. Urgency on ILO relevancy is shared amongst employers and government, while workers' (and Office) remain ambiguous on the need for a paradigm change. This is reflected in the discussions in the governing Body.

Employers bring forward a dedicated and ambitious agenda for the organisation and the Declaration. The most ambitious of these is the push for a timebound set of deliverables for

the ILO Office. This proposal received with some reservation by workers and governments (and the Office).

Concerns on the process remain. As the declaration is perceived as opportunity to firmly set the agenda for all sides, we see a strong push for an ILO role on 'digital' such as worker privacy, Artificial Intelligence and - of course - online platform work.

From an employment industry perspective, the ILO Future of Work Initiative has brought positives. There appears a strong and broad convergence on the acknowledgement that high labour market dynamic is structural, and that this required a different policy for the promotion of work quality. Many of the recommendations from the WEC Manifesto can be found in the way the 2019 ILC takes form, including the importance to work with private sector partners on making labour transition work. Yet, new challenges gain momentum: regulation on digital platforms, AI-bias in recruitment, worker data-privacy to name a few. A new challenge arises as well within the employers' community. As employers globally dig deeper into future of work discussions, they develop position that might not necessarily benefit the employment industry. For example, the importance of portability of rights is challenged as a cost for employers or a means for Union power.

The World Employment Confederation remains dedicated to inputting this policy process to secure an outcome for employment services to work with on the national level. It will input the discussions directly and informally as well as develop an update of the WEC Manifesto. To showcase the industry's dedication to functioning labour markets it will organise, together with the IOE a social event the ILC for an exclusive set of ILC participants to join. WEC members who want to join this event are very much welcomed. Opportunity to do so is to join your national employers' delegation or the WEC delegation to the ILC. If you're interested, please contact Jochem de Boer at the Head Office:
jochem.deboer@wecglobal.org.

WEC promotes Public Private Partnership to global employers' community

WEC joined the Working Group on Employment and Skills of the International Organisation of Employers (IOE) to discuss and showcase public private partnership (PPP) in active labour market policies. In this presentation the collaboration between public and private employment services was promoted.

WEC Global Public Affairs Manager Jochem de Boer provided a presentation on the goals and instruments of business engagement with public employment services and active labour market policy-makers. Given the anticipated increase of labour transitions, the momentum, urgency and opportunity for doing so was stressed. This context allowed for the showcasing of the expertise of private employment services in supporting labour market transitions and the collaboration of public and private employment services.

The presentation was well received and provided for ample discussion with the working group members (representatives of national employers' organisations). In the discussion the importance of bridging cultural differences between employers' and governmental labour market operatives and consultants was highlighted as a crucial point of reference and success.

Assessment:

Apart from promoting PPP and the employment industry's expertise in it, joining the working group meeting allowed for strengthening ties between WEC and the global employers' community. There was great recognition for the need for the business community to engage with active labour market policy-makers and steer these policies to the benefits of employers. Private specialist were deemed a crucial player in this.

ILO GB discusses Definition on Recruitment Fees & related Costs

The ILO Governing Body (GB) has discussed the Definition on Recruitment Fees & Related Costs that was agreed in November. During the discussions the employers' pushed to implement the definition as part of a broader push for appropriate regulation on private employment agencies, emphasizing the role for ILO Convention 181 in that push.

On the GB agenda was the definition as negotiated in November by the Tripartite Meeting of Experts and a proposal for dissemination ([the full agenda item as well as the definition in the Annex can be found here \(link\)](#)).

For the dissemination the Office proposed to partner up with the International Organisation for Migration (IOM) and the Worldbank and align with existing ILO initiatives such as the Alliance 8.7 on fighting forced and child labour. Secondly, they propose to work with ILO Constituents to prioritise countries and regions to focus on. Finally, it was proposed to create and update guides for constituents' capacity building.

In the discussions the Employers' stressed that the definition does not stand on its own. It needs to be part of a broader ILO push on regulation for private employment and recruitment agencies. In this Convention 181 as broad forward as the main ILO instruments for guiding recruitment ad agency-work regulation and policy. Also, it was put forward that the 2007 ILO Guidelines on Private Employment Agencies should be updated as part of the dissemination. WEC has aligned with the International Organisation for Employers (IOE) to secure that the follow-up of this definition moves beyond the definition alone.

Assessment:

The GB will most probably adopt the definition and the dissemination plan, taking on board remarks from ILO Constituents. Key next step is the identification of the priority countries and regions for dissemination. These will see extra ILO attention, capacity and push. WEC will monitor the identification and align with members and the IOE to guide the identification. If an update of the Guidelines on Private Employment Agencies is done, WEC will work with the ILO to support this update.

European Public Affairs

Executive Summary

- Campaigns and positionings ahead of the European Parliament elections are gaining momentum and the World Employment Confederation-Europe actively promotes key messages of the Vision Paper “Making Europe the best place to work!”
- WEC-Europe participated in March 2019 for the first time in the European platform on tackling undeclared work based on a new observer seat obtained in 2019.
- A WEC-Europe Advocacy Day is organised on 20th of March with the involvement of three WEC-Europe member representatives, focusing on the fight against adverse agency work regulation and the need to foster social innovation.
- The work on the joint project with UNI-Europa on “Social Innovation in the temporary agency work industry” is progressing with the selection of the external research partner and the preparation of the first steering committee.

European Parliament elections 2019

Campaigns for the European Parliament elections are picking up across Europe and also at EU level, stakeholders have been positioning themselves on the elections.

- BusinessEurope issued the statement Europe is voting, make it your business, focusing on rising challenges, trade policy, cohesion and inclusion. A more comprehensive agenda of BusinessEurope focuses on a Europe with opportunities for all, published in December 2018.
- Sectoral employers’ organisations of the construction industry, commerce and the metal industry have also issued their recommendations.
- The European Trade Union Confederation issued a programme for the elections called “A fairer Europe for workers”, focusing on workers’ rights, democracy, quality jobs and higher wages and just transitions

The World Employment Confederation-Europe Vision Paper “Making Europe the best place!” to work was launched in December 2018 and its currently disseminated through a meeting programme, a social media campaign and further channels.

Assessment and next steps:

EP election campaigns in several countries are gaining momentum, while there are at the same to some extent overshadowed by the ongoing unclarity on Brexit (with the UK government having requested a delay of Brexit in March 2019 following the rejection of the Brexit agreement and no majority for a withdrawal without agreement). Also, national elections taking place up to May 2019.

WEC-Europe participated in EU platform on tackling undeclared work

On 12th and 13th of March 2019, WEC-Europe Public Affairs Manager Michael Freytag participated for the first time in a meeting of the European Platform on tackling undeclared work, after having been appointed as one of the observers of the platform representing the employers of the agency work industry.

Discussions focused on tackling letterbox companies, cross-border cooperation and joint inspections as well as data exchange and data protection in tackling undeclared work.

Future workstreams of the platform will also address undeclared work in the agency work industry, the role of the collaborative economy and online platforms as well as undeclared work in new forms of work

Assessment and next steps:

The membership in the platform on tackling undeclared work provides an important opportunity to contribute to EU policy debates at also address and affect the private employment industry and its agency work industry. Especially the focus on new forms of work and the collaborative economy is of interest to the World Employment Confederation-Europe.

WEC-Europe EU Advocacy Day on 15th of May focused on fighting adverse regulation and on promoting the key messages of the WEC-Europe Vision Paper

On 20th of March 2019, a WEC-Europe delegation (Sonja van Lieshout / Executive Committee member and PA Committee Chair), Agnieszka Zielinska (Executive Committee member) and Menno Bart (The Adecco Group) were in Brussels to implement a series of public affairs meetings jointly with Michael Freytag from the Head Office.

Meetings included the Director General of DG Employment, Joost Korte, Commission officials from the units on social protection, employment and labour mobility.

The meetings were used to put forward key messages on social innovation and main recommendations of the WEC-Europe Vision Paper "Making Europe the best place to work!" Furthermore, a main focus was laid on the need to fight adverse agency work regulation in Europe and to promote labour market reforms, which foster social innovation and inclusive growth.

Linked to the advocacy day, a WEC-Europe delegation also met with the Social Affairs Attaché of the Finnish Permanent Representation to the EU, given the fact that Finland will be taking over the EU Council Presidency in the second half of the year. The term of the Finnish EU Council Presidency will be characterised by the EU elections with the newly elected European Parliament just taking office when the Presidency will start. Also, during the Finnish Presidency, a new European Commission will be appointed and elected by the European Parliament. The Presidency team aims to put a strong emphasis on skills and training, focusing among others on the role of social partners in facilitating access to training and skills enhancement. Two main conference will be held in the second half the year by the Presidency, one on work-based learning and skills in Helsinki on the 4th of July 2019 and one

on the economy of well-being and the quality of work on 19th of September. WEC-Europe will be invited to these conferences.

Assessment and next steps:

The World Employment Confederation-Europe EU Advocacy Days, organised on average twice per year, provide an excellent opportunity to engage with EU policymakers, to shape EU policies and to share experiences and best practices from the private employment industry. A more detailed report on the Advocacy Day is available on the information hub and at the Head Office

EU Sectoral Social Dialogue on temporary agency work: Progress on the joint project on “Social Innovation in the temporary agency work industry”

Activities in the framework of the EU Sectoral Social Dialogue on temporary agency work centered in March 2019 mostly on the new, joint project with UNI-Europe, which focuses on social innovation in the temporary agency work industry. The project aims to collect and gather social innovation practices in the areas of access to training, access to social protection and on the role of social dialogue in fostering social innovation. The project, implemented over 18 months, will include several workshops, steering committees and a pan-European Conference to present the results in 2020.

In March 2019, the external contractor to conduct the project was selected and both social partners agreed to work with the Centre for European Policy Studies and the Catholic University of Leuven to conduct the project. The first steering committee will be held in April 2019, including a focus on social innovation in access to training.

The next EU Sectoral Social Dialogue Committee meeting will take place on 14th of May 2019.

WEC Assessment and next steps:

The WEC-Europe/UNI-Europa project on social innovation in the temporary agency work industry is an important and integral part of the WEC-Europe advocacy and thought leadership work on social innovation in a changing world of work. It will be instrumental to gather and disseminate social innovation practices in the employment industry.

National Public Affairs

Assolavoro: WEC-Europe President speaks at high-level conference in Rome

On 28th of March 2019, WEC-Europe President Bettina Schaller will be speaking at a high-level Conference organized by Assolavoro in Italy. She will focus in her intervention on the need to foster social innovation, present main messages of the WEC-Europe Vision Paper "Making Europe the best place to work and comment on the most recent labour market reforms in Italy.

Further keynote speakers include Tiziano Treu, President of CNEL (National Council for the Economy and Labour) and Nando Pagnoncelli, President of IPSOS. The event is concluded by a roundtable debate involving social partners.

WEC Assessment and next steps:

The speaking opportunity at the Assolavoro conference provides an important opportunity for the World Employment Confederation-Europe to comment on the most recent Italian labour market reforms and to promote the concept of social innovation.

ASEMPLEO-WEC Dialogue ibero america

On 6th and 7th of March 2019, Annemarie Muntz (WEC President) and Bettina Schaller (WEC-Europe President) spoke at the Asembleo-WEC Dialogue Ibero America in Madrid/Spain. Both addressed the need to foster and promote social innovation in the private employment industry and beyond.

The conference provided a good opportunity to profile the private employment industry in Spain and to showcase social innovation practices that have been developed by the private employment industry across Europe, focusing on new solutions for working, learning and social protection.

Assessment and next steps:

The event was perfectly organized and gathered all relevant stakeholders and the WEC input was very well received to position the private employment industry in Spain.

Thought Leadership

WEC to participate in EU High-Level Conference on the Future of Work

On the 9th of April, a World Employment Confederation delegation (Denis Pennel and Michael Freytag) will participate in a high-level EU Conference on the Future of Work. The digital revolution and other transformations are changing the world of work at a fast pace. The conference organised by the European Commission is intended to:

- Steer an open discussion on the main changes taking place,
- understand their wide-ranging implications, and
- explore how to best harness such changes for the benefit of workers, businesses, society and the economy alike.

The event will be attended by representatives from EU institutions and Member States, international organisations, social partners, civil society, academia and the media. In six parallel sessions, participants will take an in-depth look at how Europe's employment and social policies must change to fit the world of today and tomorrow.

The conference will take place ahead of the ILO Centenary event in Geneva in June, where the discussion on the future of work will be pursued in a global perspective.

WEC Assessment and next steps:

The World Employment Confederation-Europe secured the participation of a small delegation as part of a European employers' delegation led by BusinessEurope. The participation provides great opportunities to promote the key messages of the World Employment Confederation Manifesto "No Future of Work without Social Innovation and the WEC-Europe Vision Paper "Making Europe the best place to work!"




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WEC-Europe speaks at EPC Taskforce meeting on “Exploring new forms in delivering social protection”

On 19th of March 2019, WEC-Europe’s Public Affairs Manager Michael Freytag spoke at a Taskforce meeting on exploring new practices in delivering social protection, showcasing practices developed in the private employment industry and presenting main recommendations of the WEC-Europe Vision Paper “Making Europe the best place to work!”.

Further main speakers of the event, which was attended by around 30 experts in the area of social protection and employment, included Sara Rinaudo from the European trade union organisation CESI, Stefan Kroepfl, Zurich insurance, Laurin Sepoetro, UBER and Herwig Immervoll, Head of Employment related social policy at the OECD.

The half-day event was marking at the same time the last meeting of the European Policy Centre Taskforce on “Social Innovation in the 21st century, for which the World Employment Confederation-Europe has been a project partner in 2018/2019. The Taskforce team at the European Policy Centre will now draw up the final Taskforce Report and the related policy recommendations

WEC Assessment and next steps:

The WEC-Europe participation and sponsoring of the European Policy Centre Taskforce on Social Protection for the 21st century provided great opportunity to illustrate the WEC-Europe thought leadership in the area of social innovation and social protection and to provide input into the related EU policy debates. WEC-Europe representatives acted twice as main speakers at Taskforce meetings and WEC-Europe studies and input were very well received by the European Policy Centre.

Abbreviations

EP	European Parliament
EU	European Union
OECD	Organisation for Economic Cooperation and Development
CESI	Confederation of European Independent Trade Unions
ILO	International Labour Organisation
IOE	International Organisation of Employers